

**New Jersey Public Employment Relations Commission**  
**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: Cape May County Municipal Utilities Authority County: Cape May

2 Employee Organization: Teamsters Local 331 Number of Employees in Unit: 94

3 Base Year Contract Term: January 1, 2013-December 31, 2016 New Contract Term: January 1, 2017-December 31, 2019

**SECTION II: Type of Contract Settlement (please check only one)**

- 4 ☐ Contract settled without neutral assistance
- 5 ☒ Contract settled with assistance of mediator
- 6 ☐ Contract settled with assistance of fact-finder
- 7 ☐ Contract settled with assistance of super-conciliator
- 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?  
Yes ☐ No ☐

**SECTION III: Salary Base**

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 5,456,588

10 Longevity Costs in Base Year \$ 0

11 Total Salary Base \$ 5,456,588

**SECTION IV: Salary Increases for Each Year of New Agreement\***

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>		
13 Cost of Salary Increments (\$)	<u>90,809</u>	<u>84,397</u>	<u>78,799</u>		
14 Salary Increase Above Increments (\$)	<u>218,275</u>	<u>57,662</u>	<u>59,076</u>		
15 Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>309,084</u>	<u>142,059</u>	<u>137,875</u>		
17 New Salary Base (\$)	<u>5,765,672</u>	<u>5,907,735</u>	<u>6,045,610</u>		
18 Percentage increase over prior year	<u>5.66</u> %	<u>2.46</u> %	<u>2.33</u> %		

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Education/Licenses	18,625	2,156	5,406	4,913		
	Boots Reimbursement	0	0	18,800	0		
	Mileage Reimbursement	0	0	7,300	1,700		
20	Totals(\$):	18,625	2,156	31,506	6,613		

\*If contract duration is longer than five years, please add an additional page.

**SECTION VI: Medical Costs**

		Base Year	Year 1
21	Health Plan Cost	\$ 1,688,015	\$ 1,684,277
22	Prescription Plan Cost	\$ 419,164	\$ 418,060
23	Dental Plan Cost	\$ 79,933	\$ 81,144
24	Vision Plan Cost	\$ 9,697	\$ 9,496
25	Total Cost of Insurance	\$ 2,196,809	\$ 2,192,977
26	Employee Insurance Contributions	\$ 383,040	\$ 407,486
27	Employee Contributions as % of Total Insurance Cost	17.44 %	18.58 %

Employer: Cape May County Municipal Utilities Authority

Employee Organization: Teamsters Local 331

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Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Vincenette C. DiCicco

Position/Title: Human Resources Director

Signature:

*Vincenette C. DiCicco*

Date:

9/14/18

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
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Revised 8/2016